



CONNECTICUT

RESOURCE CONSERVATION & DEVELOPMENT

- Title:** Conservation Nutrient Management Planner
- Employer:** Connecticut Resource Conservation & Development Area, Inc. (CT RC&D)
1066 Saybrook Road, Haddam, CT 06438
- Employment Status:** Full time/salary
- Hours:** 40 hours/week
- Location:** This position is located in Tolland, Connecticut. The position has state-wide responsibilities and requires flexibility to travel throughout the state, to different NRCS field office locations across Connecticut, to work flexible hours when needed for occasional projects or meetings. The position will receive on-site supervision and training by NRCS staff at one or more of the NRCS offices. The option to telework up to 50% time may be available as skills and training develop. Administration will be located at the CT RC&D Office at 1066 Saybrook Road, Haddam, Connecticut.
- Salary Range:** \$52,000 - \$62,400 – Full time (*no relocation reimbursement*)
- Benefits package:** Health Insurance, SEP IRA contribution, 403B plan, Flexible Spending Account, as well as paid holidays, vacation, sick and personal time, and flexible work schedule around daily core hours.

Job Duties and Responsibilities:

The Conservation Nutrient Management Planner assists farm managers, the Natural Resources Conservation Service, Conservation Districts, the Connecticut Department of Agriculture, and the Connecticut Department of Energy and Environmental Protection toward implementation of the coordinated nutrient management planning and assistance program. The primary focus of this position is to develop Nutrient Management Plans (NMP's) and Comprehensive Nutrient Management Plans (CNMP's) to manage waste streams from animal production farms. Building knowledge of and advancing agricultural conservation with a focus on soil and water quality is the priority of the position. The position includes the following tasks:

- Identify sources of environmental loss on animal farms and provide recommendations to capture, contain, and use the waste streams for beneficial land application and crop growth. Write up the observations and team-developed recommendations in a document with maps. This task (plan development) will be the primary duty of the position.

- Participate in, and schedule, farm visits. Inventory sites for natural resource concerns, identifying sources of environmental loss. Record detailed notes of farm manager's goals/concerns, details about the operation, and any recommendations discussed. As needed, follow up with the farm manager and/or schedule follow-up site visits to gain further clarity.
- Walking through corn, hay, or other production farm fields to assess land conditions and soil sampling. This may involve multi-day farm visits, walking several miles in fields, at times solo, or with a colleague.
- Using ArcPro software to develop conservation maps to show the farms existing conditions, planned conditions, soil types, environmentally sensitive areas, manure application setbacks, etc. The final products will show a clear plan for the animal production farm to meet current environmental standards.
- Learn to use software programs including Conservation Desktop, Animal Waste Management and Manure Management Planner to estimate sizing for waste storage structures and manure management plans.
- Develop and assist with conservation plans and associated projects as they are contracted through various conservation programs and constructed on the farm. Conduct follow-up inventories and analyses to identify how well the plan is working and what changes need to be made to improve the existing and future farm plans.
- Work in a team environment to develop schedules, maps, and documents in a team approach, for each project, in a timely manner, for internal and for public review.
- Attend events, workshops, trainings, and webinars related to soil health, crop production, prescribed grazing, biochar, agroforestry, climate change, advancing diversity and equity in agriculture, and other topics related to sustainable/regenerative agriculture.
- Maintain familiarity with NRCS practice standards, and CAFO regulations.

Knowledge, Skills, and Abilities:

- Ability to produce work documents using computer software including, but not limited to, MS Office (Word/Excel), Google Earth, and Adobe. Working knowledge and experience with ArcPro is necessary.
- Academic and/or working knowledge of animal production, crop production, natural resources conservation, and the ability to develop documents and maps from site visits on working farms.
- Knowledge and skills to interpret visual data and develop basic conservation plans according to conventional and established policies, regulations, criteria and techniques related to farm planning.
- Knowledge of soil properties and characteristics sufficient to interpret land use potential and deficiencies and to advise organizations, landowners, communities and users on erosion control and land use methods or options to help reduce risk of erosion.
- Degree or professional experience in: soil conservation or related agricultural or natural resource discipline such as agronomy, soil science, forestry, agricultural education, or agricultural engineering including 30 semester hours in a natural resource or agricultural field, including at least 12 semester hours in a combination of soils and crops or plant science. Of the 12 semester hours, a minimum of 3 semester hours must have been in soils and 3 semester hours in crops or plant science. At least one course, or equivalent, in ArcGIS or ArcPro and level of proficiency to produce information layers and maps, is necessary.
- Education from specialized experience and skills in soil and water conservation is more valuable than general education or classes. Courses in soil fertility, soil chemistry, soil genesis, plant physiology, plant science, and field crops are examples of specialized courses that contribute towards meeting the required 12 semester hours as described above. Courses in the physical sciences or engineering such as

geology, civil engineering, and hydrology also meet the soils, crops, or plant science course requirements where such courses included a general, but complete introduction to the physical, chemical, and biological properties of soils.

- Skill in organizational and administrative tasks to communicate with others and keep projects on time for completion.
- Skill in both oral and written communication.
- Perform other related duties and activities as assigned, such as working with outreach education or teaching small groups.
- Ability to work well with others, individually and in small groups, with a variety of personalities and needs.
- The ability to work independently while effectively managing multiple projects.
- Knowledge of equal opportunity and civil rights requirements.
- Ability to operate a motor vehicle to drive to assigned duties or locations. The number of driving hours is dependent on the location of the project, within the state of CT. A valid driver's license is required. NRCS vehicles may be used for project-related travel.
- US Citizenship.
- A clean criminal record verified by a standard background check with local, state, and national law enforcement agencies is a requirement.
- Work hours are flexible (typically any hours between 7 am – 5 pm) with the option for 4 or 5 day weeks so long as 40 work hours are completed, with prior arrangement and agreement with co-workers and projects. Some remote work may be permitted.
- Position Description Last Updated: August 21, 2023

Certifications:

Conservation Nutrient Management Planners must complete continuing education training provided by NRCS at no cost that will prepare them for obtaining the certifications listed below.

- Conservation Planner Certification, Level I and II
- Conservation Planner Certification, Comprehensive Nutrient Management Plans (CNMP's)

It is expected that these two certifications will be obtained within 2 years of employment.

To Apply: Email resume and cover letter detailing: degree, course credits, experience, and professional qualifications to employment@ctrkd.org. Applications will be reviewed upon receipt. Position to remain open until filled. Interviews will be scheduled beginning after Labor Day – week of September 5, 2023.

CT RC&D is an Equal Opportunity Employer. Our mission is best advanced by the leadership and contributions of people of diverse backgrounds, beliefs, and culture. We encourage applicants from all cultures, races, colors, religions, sexes, national or regional origins, ages, disability status, sexual orientation, gender identity, military, protected veteran status or other status protected by law.